

**From:** [Watkins, David C](#)  
**To:** [Richard Rouco](#)  
**Subject:** 10-CA-292232  
**Date:** Tuesday, June 14, 2022 10:21:00 AM

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Richard,

I think we are ok with what we have now about non-employees asked to leave. The only question I have is what is the person's name that (b) (6), (b) (7)(C)? (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

**David C. Watkins III**

National Labor Relations Board

810 Broadway, Suite 302 | Nashville, TN 37203

Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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**From:** [Watkins, David C](#)  
**To:** [Richard Rouco](#)  
**Subject:** Amazon Case 10-CA-292232  
**Date:** Wednesday, June 8, 2022 9:16:00 AM

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Mr. Rouco,

Since November 14, 2021 (10b for this case), was there a time that a (b) (6), (b) (7)(C) was told to leave by a security guard? If so, I need to take an affidavit from that person this week. If no one was told to leave inside 10b, please so state by close of business today.

**David C. Watkins III**

National Labor Relations Board  
810 Broadway, Suite 302 | Nashville, TN 37203  
Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

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**From:** [Richard Rouco](#)  
**To:** [Watkins, David C](#)  
**Subject:** RE: Amazon Case 10-CA-292232  
**Date:** Wednesday, June 8, 2022 10:40:02 AM

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David,

(b) (6), (b) (7)(C) number is (b) (6), (b) (7)(C). I'm working on the question about the exclusion of (b) (6), (b) (7)(C) from Amazon's parking lot.

Thanks,

Richard

**Quinn, Connor Weaver**

**Davies & Rouco, LLP**

2 – 20<sup>th</sup> Street North  
Suite 930  
Birmingham, AL 35203  
Main: 205-870-9989  
Direct: 205-918-7430  
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**From:** Watkins, David C <David.Watkins@nrlb.gov>  
**Sent:** Wednesday, June 8, 2022 8:27 AM  
**To:** Richard Rouco <rrouco@qcwdr.com>  
**Subject:** Amazon Case 10-CA-292232

Mr. Rouco,

I just tried to call (b) (6), (b) (7)(C) on the phone number (b) (6), (b) (7)(C) gave in (b) (6), (b) (7)(C), to ask (b) (6), (b) (7)(C) a few quick questions (not an affidavit) but the voicemail said another (b) (6), (b) (7)(C) name. Can you get

an updated phone number for me today? Thanks.

**David C. Watkins III**

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**From:** [Watkins, David C](#)  
**To:** ["Richard Rouco"](#)  
**Subject:** RE: Amazon.com Services, LLC 10-CA-292958  
**Date:** Monday, May 16, 2022 8:02:00 AM

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Ok. Let me know when [REDACTED] is available. I have sent the case up for review so please present [REDACTED] ASAP so the Region can consider it. I am available all day today except from 9:15-10:30.

David

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**From:** Richard Rouco <rrouco@qcwdr.com>  
**Sent:** [REDACTED] 2022 2:37 PM  
**To:** Watkins, David C <David.Watkins@nlrb.gov>  
**Subject:** Amazon.com Services, LLC 10-CA-292958

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Mr. Watkins,

With respect to the charge filed regarding [REDACTED], the Union proffers the testimony of [REDACTED] [REDACTED] will testify that prior [REDACTED] suspension and warning about [REDACTED] [REDACTED] was [REDACTED] [REDACTED] was [REDACTED] [REDACTED] [REDACTED] [REDACTED] During the suspension and after [REDACTED] return to work, [REDACTED] was [REDACTED] [REDACTED] will testify that [REDACTED] [REDACTED]. I can make [REDACTED] [REDACTED] available for interview early next week.

Thanks,

Richard

**Quinn, Connor Weaver**  
**Davies & Rouco, LLP**  
2 – 20<sup>th</sup> Street North  
Suite 930  
Birmingham, AL 35203  
Main: 205-870-9989  
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**From:** [Watkins, David C](#)  
**To:** [Richard Rouco](#)  
**Subject:** Amazon Case 10-CA-292958  
**Date:** Tuesday, May 10, 2022 1:20:00 PM

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Mr. Rouco,

The Employer has present their evidence in this case. The Employer says that both (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) involved, were suspended with pay during the course of the investigation (same amount of time) and then both returned to their positions with no discipline and the warning that similar conduct in the future could result in disciplinary action. Thus, the Employer asserts that both employees were treated equally, thus no discrimination based on Union activity. Does the Union have anything to dispute both employees were treated equally? Please let me know by noon, tomorrow. Thanks.

David

**David C. Watkins III**

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**From:** [Watkins, David C](#)  
**To:** [Richard Rouco](#); (b) (6), (b) (7)(C), (b) (7)(D)  
**Subject:** Amazon Case 10-CA-292958  
**Date:** (b) (6), (b) (7)(C), (b) (7)(D) 2022 5:26:00 PM  
**Attachments:** (b) (6), (b) (7)(C), (b) (7)(D)

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Gentlemen,

Attached is the affidavit I took from (b) (6), (b) (7)(C), (b) (7)(D). Please review it to make sure it is correct. If there is anything that needs correcting, please make the correction and initial by the change. Then please initial the bottom right corner of each page and sign and date the last page. If you have any questions or major changes let me know. You will then e-file your affidavit with the instructions below. Please e-file your affidavit by (b) (6), (b) (7)(C), (b) (7)(D) 2022.

Go to : <https://apps.nlr.gov/myAccount/#/FileCaseDocument/TermsConditions>

1. Click "I accept"
2. Fill in the required fields and click "Continue as Guest" (You can create an account, but it often appears that people have issues creating an account.)
3. The case number is 10-CA-292958.
4. You will file it as an affidavit to the Region

Let me know if you have any questions.

David

### David C. Watkins III

National Labor Relations Board  
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**From:** [Richard Rouco](#)  
**To:** [Watkins, David C](#)  
**Subject:** (b) (6), (b) (7)(C), (b) (7)(D)  
**Date:** (b) (6), (b) (7)(C), (b) (7)(D) 2022 (b) (6), (b) (7)(C), (b) (7)(D)

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Hi David,

Are you available (b) (6), (b) (7)(C), (b) (7)(D) at (b) (6), (b) (7)(C), (b) (7)(D) to interview (b) (6), (b) (7)(C), (b) (7)(D)?

Thanks,

Richard

Richard Rouco  
Quinn, Connor, Weaver,  
Davies & Rouco, LLP  
2 - 20th Street North  
Suite 930  
Birmingham AL 35203  
205-870-9989 (main)  
205-918-7430 (direct)

**From:** [Richard Rouco](#)  
**To:** [Watkins, David C](#)  
**Subject:** (b) (6), (b) (7)(C)  
**Date:** Tuesday, July 19, 2022 1:25:25 PM

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David,

Just wanted to let you know that I'm still working on getting a response to the Company's contention that though the clock in/clock out feature was disabled in March, employees could still correct missed punches remotely. I don't quite understand how this works. I have a couple of calls set up to sort through this issue. It my understanding that (b) (6), (b) (7)(C) told HR when (b) (6) was first questioned about this alleged time discrepancy that (b) (6) was trying to use banked time when this issue surfaced. I will get you a definitive response by Friday.

Thanks,

Richard

**Quinn, Connor Weaver**

**Davies & Rouco, LLP**

2 – 20<sup>th</sup> Street North  
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Birmingham, AL 35203  
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**From:** [Watkins, David C](#)  
**To:** [Richard Rouco](#)  
**Subject:** RE: 10-CA-294509 (Amazon)  
**Date:** Thursday, July 14, 2022 11:37:00 AM

---

Mr. Rouco,

The Employer admits that this function was disabled, but asserts that the “Missed Punch” function is still active and it was that function that (b) (6), (b) (7)(C) was using to clock in and clock out. Does (b) (6), (b) (7)(C) deny this?

David

---

**From:** Richard Rouco <rrouco@qcwdr.com>  
**Sent:** Wednesday, July 6, 2022 2:11 PM  
**To:** Watkins, David C <David.Watkins@nlr.gov>  
**Subject:** RE: 10-CA-294509 (Amazon)

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David,

Attached is the message employees received regarding the change in policy effective March 7.

Richard

**Quinn, Connor Weaver**

**Davies & Rouco, LLP**

2 – 20<sup>th</sup> Street North

Suite 930

Birmingham, AL 35203

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**From:** Watkins, David C <[David.Watkins@nlr.gov](mailto:David.Watkins@nlr.gov)>  
**Sent:** Tuesday, July 5, 2022 4:50 PM  
**To:** Richard Rouco <[rrouco@qcwdr.com](mailto:rrouco@qcwdr.com)>  
**Subject:** 10-CA-294509 (Amazon)

Mr. Rouco,

The Employer has provided documentation showing that (b) (6), (b) (7)(C) was terminated for falsifying time. The Employer asserts that (b) (6), (b) (7)(C) stole 5 hours and 46 minutes from (b) (6), (b) (7)(C), 2022 though (b) (6), (b) (7)(C) 2022. The Employer asserts that this was discovered during routine checks, comparing an employees clock in/out time and the time the employee

badged in and out of the building. The Employer asserts that (b) (6), (b) (7)(C) has no work outside of the facility, thus when (b) (6) badged out of the facility (b) (6) was not working. The Employer asserts that (b) (6), (b) (7)(C) was able to clock in/out at these times by using the “missed punch” function (available on a cell phone) to remotely “clock in” or “clock out” without using an onsite time clock. This resulted in (b) (6), (b) (7)(C) being paid for all this time, when (b) (6) didn’t actually work that time.

Date	Clock Times	Badge In/Out of Building	Discrepancy
(b) (6), (b) (7)(C)	In – 7:30 Out – 10:32 In – 11:02 Out – 18:00	In – 7:33 Out – 14:34 In – 15:23 Out 18:01	<ul style="list-style-type: none"> <li>• Clocked in 3 min before badged into building</li> <li>• Badged out of building during 30 min break for 49 min</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 10:32 In – 11:02 Out – 18:00	In – 7:34 Out – 14:28 In – 15:22 Out - 17:05 In – 17:10 Out – 17:15	<ul style="list-style-type: none"> <li>• Clocked in 4 min before badged into building</li> <li>• Badged out of building for 50 min during 30 min break</li> <li>• Badged out of building 45 min before clocked out</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 11:00 In – 11:30 Out – 18:00	In – 7:34 Out 17:02	<ul style="list-style-type: none"> <li>• Clocked in 4 min before badged into building</li> <li>• Badged out of building 58 min before clocked out.</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out 9:48	In – 7:37 Out – 9:54	<ul style="list-style-type: none"> <li>• Clocked in 7 min before badged into building</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 12:00 In – 12:30 Out – 17:00	In – 7:32 Out – 15:23 In – 16:18 Out – 17:01	<ul style="list-style-type: none"> <li>• Clocked in 2 min before badged into building</li> <li>• Badged out of building for 55 min during 30 min break</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 11:17 In – 11:47 Out – 18:00	In – 7:36 Out – 18:01	<ul style="list-style-type: none"> <li>• Clocked in 6 min before badged into building</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 10:40 In – 11:10 Out – 18:00	In – 7:48 Out – 18:01	<ul style="list-style-type: none"> <li>• Clocked in 18 min before badged into building</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 10:40 In – 11:10 Out – 17:00	In – 7:38 Out – 14:23 In – 15:13 Out – 17:02	<ul style="list-style-type: none"> <li>• Clocked in 8 min before badged into building</li> <li>• Badged out of building for 50 min during 30 min break</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 10:43 In – 11:13 Out – 14:30	In – 7:49 Out – 13:02	<ul style="list-style-type: none"> <li>• Clocked in 19 min before badged into building</li> <li>• Badged out of building 1 hour and 28 min before clocked out</li> </ul>

Please provide the following by Thursday, July 7, 2022:

- Please explain if the above discrepancies in clocking in/out and badging into/out of the building are true.
- If they are not true, explain what occurred.
- Present any evidence the Union has to support its position.

**David C. Watkins III**

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**From:** [Richard Rouco](#)  
**To:** [Watkins David C](#)  
**Subject:** RE: 10-CA-294509 (Amazon)  
**Date:** Wednesday, July 6, 2022 3:11:36 PM  
**Attachments:** [onsite time clocks - pdf.pdf](#)

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David,

Attached is the message employees received regarding the change in policy effective March 7.

Richard

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**Subject:** 10-CA-294509 (Amazon)

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	Out – 10:32 In – 11:02 Out – 18:00	Out – 14:28 In – 15:22 Out - 17:05 In – 17:10 Out – 17:15	Badged out of building for 50 min during 30 min break <ul style="list-style-type: none"> <li>• Badged out of building 45 min before clocked out</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 11:00 In – 11:30 Out – 18:00	In – 7:34 Out 17:02	<ul style="list-style-type: none"> <li>• Clocked in 4 min before badged into building</li> <li>• Badged out of building 58 min before clocked out.</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out 9:48	In – 7:37 Out – 9:54	<ul style="list-style-type: none"> <li>• Clocked in 7 min before badged into building</li> </ul>
(b) (6), (b) (7)(C)	In – 7:30 Out – 12:00 In – 12:30 Out – 17:00	In – 7:32 Out – 15:23 In – 16:18 Out – 17:01	<ul style="list-style-type: none"> <li>• Clocked in 2 min before badged into building</li> <li>• Badged out of building for 55 min during 30 min break</li> </ul>
(b) (6), (b) (7)	In – 7:30 Out – 11:17 In – 11:47 Out – 18:00	In – 7:36 Out – 18:01	<ul style="list-style-type: none"> <li>• Clocked in 6 min before badged into building</li> </ul>
(b) (6), (b) (7)	In – 7:30 Out – 10:40 In – 11:10 Out – 18:00	In – 7:48 Out – 18:01	<ul style="list-style-type: none"> <li>• Clocked in 18 min before badged into building</li> </ul>
(b) (6), (b) (7)	In – 7:30 Out – 10:40 In – 11:10 Out – 17:00	In – 7:38 Out – 14:23 In – 15:13 Out – 17:02	<ul style="list-style-type: none"> <li>• Clocked in 8 min before badged into building</li> <li>• Badged out of building for 50 min during 30 min break</li> </ul>
(b) (6), (b) (7)	In – 7:30 Out – 10:43 In – 11:13 Out – 14:30	In – 7:49 Out – 13:02	<ul style="list-style-type: none"> <li>• Clocked in 19 min before badged into building</li> <li>• Badged out of building 1 hour and 28 min before clocked out</li> </ul>

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#### David C. Watkins III

National Labor Relations Board

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## We're Returning to Onsite Time Clocks

Tuesday, March 1, 2022

Our site will be returning to our pre-COVID onsite time clock process. The A to Z Web Punch feature will be deactivated beginning with night shift on **March 7**, and all hourly associates will need to use their badge with the physical time clocks to punch in and out. During the beginning of the pandemic, the A to Z Web Punch feature was introduced as one of many process changes designed to support our team in a rapidly evolving situation. Now, as cases continue to decline and vaccination rates continue to increase, we have the opportunity to safely return to some of our standard processes, including the return of using onsite time clocks for punching in and out. Using a time clock is easy and efficient—just hold your badge on the clock until the light flashes green and you hear a



Home



Schedule



Pay



More



(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)



**From:** [Watkins, David C](#)  
**To:** [Richard Rouco](#); (b) (6), (b) (7)(C), (b) (7)(D)  
**Subject:** Amazon Case 10-CA-294509  
**Date:** (b) (6), (b) (7)(C), (b) (7)(D), 2022 3:10:00 PM  
**Attachments:** (b) (6), (b) (7)(C), (b) (7)(D)

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Attached is the affidavit I took from (b) (6), (b) (7)(C), (b) (7)(D) yesterday. Please review it to make sure it is correct. If there is anything that needs correcting, please make the correction and initial by the change. Then please initial the bottom right corner of each page and sign and date the last page. If you have any questions or major changes let me know. You will then e-file your affidavit with the instructions below. Please e-file your affidavit by (b) (6), (b) (7)(C), (b) (7)(D), 2022.

Go to : <https://apps.nlr.gov/myAccount/#/FileCaseDocument/TermsConditions>

1. Click "I accept"
2. Fill in the required fields and click "Continue as Guest" (You can create an account, but it often appears that people have issues creating an account.)
3. The case number is 10-CA-294509.
4. You will file it as an affidavit to the Region

Let me know if you have any questions.

David

### David C. Watkins III

National Labor Relations Board  
810 Broadway, Suite 302 | Nashville, TN 37203  
Direct: 629.800.6267 | Main: 615.736.5921 | Fax: 615.736.7761

**The NLRB is switching to mandatory electronic filing of all case documents** (see [GC 20-01](#)).

E-file [Frequently Asked Questions](#) | E-file [Live Demo](#) | Report E-filing issues to [e-filing@nlrb.gov](mailto:e-filing@nlrb.gov) or 1-844-762-6572  
Confirmation of E-Filed documents will come from email address [NLRBRegion10@nlrb.gov](mailto:NLRBRegion10@nlrb.gov). E-Issued documents will come from email address [e-service@service.nlr.gov](mailto:e-service@service.nlr.gov). Please add both to your email address book.